

Coaching Agreement

Purpose of the Coaching Agreement

The purpose of this agreement is to create clarity, transparency, and shared expectations for the coaching relationship. Coaching works best when both the coach and client understand their roles and responsibilities.

This agreement outlines:

- What coaching is and is not
- The roles and responsibilities of both coach and client
- How coaching sessions and communication will work
- The scope of practice for NBHWC-trained health coaches

The goal is to establish a collaborative partnership built on trust, autonomy, and personal growth.

What Coaching Is

Coaching is a collaborative process designed to help individuals develop greater awareness, strengthen problem-solving skills, and build sustainable habits that support wellbeing and personal growth.

Our coaches are **National Board for Health & Wellness Coaching (NBHWC) trained** and use the **Cognitive Behavioral Coaching (CBC) model** to guide conversations and support change.

Through coaching, clients learn to:

- Reflect on their thought patterns, behaviors, and emotional responses
- Identify obstacles that may be contributing to challenges
- Develop practical strategies and action steps
- Build confidence and self-efficacy in their ability to navigate difficult situations

Coaching focuses on helping clients develop skills and insight, rather than providing direct solutions or prescriptions.

As part of the coaching process, clients will also be asked to complete periodic assessments or questionnaires designed to help both the client and coach better understand patterns related to wellbeing, stress, behavior change, or other areas of focus. These assessments help track progress over time and provide helpful insight that can guide coaching conversations and goal setting.

What Coaching Is Not

Coaching is **not** medical care, therapy, counseling, or psychiatric treatment.

Coaches:

- Do not diagnose or treat medical or mental health conditions
- Do not provide clinical treatment plans
- Do not replace care from licensed healthcare professionals

Clients should continue to work with their physicians, therapists, or other healthcare providers as appropriate.

Our Coaching Approach

All of our coaches are trained to work with individuals facing a wide variety of life challenges, including stress, burnout, relationship struggles, health concerns, grief and loss, behavior change, and personal development.

Our coaching model does not specialize in diagnosing or treating a specific condition or problem. Instead, we focus on helping clients develop the skills, awareness, and mindset needed to navigate challenges more effectively, regardless of the specific situation they are facing.

For example, when a client seeks coaching around a specific challenge—such as parenting difficulties, burnout at work, metabolic health goals, or navigating grief—our coaches do not function as clinical specialists in that area. Instead, coaching focuses on helping clients strengthen:

- Their **self-awareness**
- Their **communication patterns**
- Their **problem-solving strategies**
- Their **emotional regulation and perspective**

Through the **Cognitive Behavioral Coaching (CBC) framework**, clients learn to explore how their thoughts, reactions, and behaviors influence their experiences and outcomes. Small shifts in awareness and behavior often lead to meaningful changes in how challenges are experienced and managed.

The goal of coaching is not to provide a single solution to a specific problem, but to help clients develop lasting skills and self-efficacy, so they feel capable of responding thoughtfully and effectively to challenges as they arise over time.

Roles and Responsibilities

The Coach's Role

The coach will:

- Provide a supportive, non-judgmental environment
- Ask thoughtful questions to encourage reflection and insight
- Offer education when appropriate within the scope of coaching
- Support the client in setting goals and exploring strategies
- Maintain professional boundaries and ethical standards consistent with NBHWC guidelines

The Client's Role

The client agrees to:

- Participate openly and honestly in coaching conversations
- Take responsibility for their own decisions and actions
- Complete requested reflections, assessments, or check-ins that support the coaching process
- Apply insights and strategies between sessions
- Communicate needs, concerns, and feedback with the coach

Coaching is most effective when the client takes an active role in their own growth and progress.

Session Structure and Communication

Coaching sessions are designed to provide space for reflection, goal-setting, and problem-solving. Clients are encouraged to bring topics, questions, or challenges they would like to explore during each session.

Sessions may include:

- Reflection on recent experiences
- Exploration of challenges or obstacles
- Development of practical next steps
- Identification of patterns or perspectives that may influence behavior
- Discussion of insights from assessments or check-ins when relevant

The coaching relationship is **client-centered**, meaning clients guide the topics and priorities explored during sessions.

Confidentiality

All coaching conversations are treated with **respect and confidentiality**, consistent with ethical coaching standards. Information shared during coaching will not be disclosed without the client's permission, except where required by law (such as risk of harm to self or others).

Commitment to Growth

Coaching is a process that unfolds over time. Progress often occurs through **small, consistent changes in awareness and behavior** rather than immediate solutions.

Both the coach and the client commit to approaching this process with:

- Curiosity
- Openness
- Mutual respect
- A focus on learning and growth